

MEMORANDUM OF UNDERSTANDING #1
between the
FOLSOM CORDOVA UNIFIED SCHOOL DISTRICT
and the
FOLSOM CORDOVA EDUCATION ASSOCIATION

Early Notification of Retirement Incentive

This Memorandum of Understanding ("MOU") is between the Folsom Cordova Unified School District ("District") and the Folsom Cordova Education Association ("FCEA").

TERMS

A. ELIGIBLE EMPLOYEES: To be eligible for this retirement incentive, the FCEA bargaining unit member must:

1. be a permanent employee of the District; and
2. be eligible to retire pursuant to STRS regulations (if a STRS member), or pursuant to PERS regulations (if a PERS member); and
3. have at least five (5) years of certificated service with the District on or before June 30, of the retirement year ; and
4. submit a Notice of Retirement using TalentEd records within the specified window.

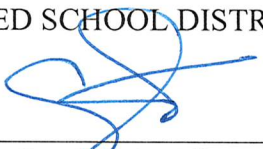
B. EARLY RETIREMENT INCENTIVE:

An eligible, full-time employee shall receive an incentive payment of one thousand five hundred dollars (\$1,500.00), less applicable taxes. This amount shall be prorated for less than full-time employees.

C. EFFECTIVE DATE OF RETIREMENT:

1. The effective date of retirement shall be after the last certificated employee workday of the retirement year, but not later than June 30, of the retirement year.
2. Notice of Retirement must be submitted to the District Office no later than 4:00 p.m. on the third Tuesday in January of the retirement year. Submission of the Notice of Retirement is irrevocable.

FOR THE FOLSOM CORDOVA
UNIFIED SCHOOL DISTRICT

By: 
Sean Martin, Assistant Superintendent
Administrative Services

Date: 9/18/25

Board Approved: _____

FOR THE FOLSOM CORDOVA
EDUCATION ASSOCIATION

By: 
Tracy Suter, Executive Officer

Date: 9/18/25